

EMU prepares for accreditation visit

By Ron Podell

Some things occur like clockwork. Every four years are the Olympic Games. Every April, taxes are due. And every ten years, Eastern Michigan University has to take stock of itself.

More accurately, the North Central Accreditation of Colleges and Schools (NCA) sends a review team to EMU to assess everything from the effectiveness of the University's educational programs and the quality of its facilities to its organization and planning.

"NCA's job is not only to determine if the institution meets minimum standards, but to help make it become a better institution," said Don Bennion, Eastern Michigan's self-study coordinator.

The Chicago-based accrediting body's determination is crucial. To be reaccredited means continuation of federal funding and financial aid for students — a significant portion of the University's operating budget.

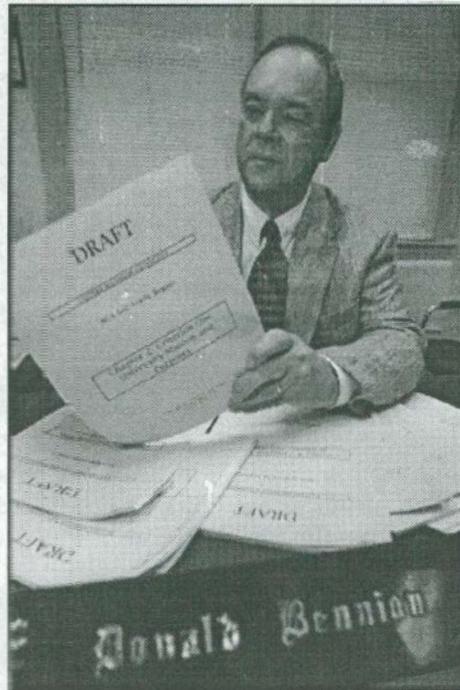
"Without that (funding), it makes it very difficult for an institution to function," Bennion said.

And while that visit — slated for March 19-21, 2001 — is still months away, Bennion and others have been working since September 1998 in preparation for the campus-wide evaluation. Twenty-four general institution requirements and five criteria must be met for reaccreditation.

Every department on campus has done its own self-study. Those findings have been repeatedly reviewed by Bennion and members of a self-study steering committee, comprised of 31 members from various University departments and administrative offices.

"The NCA accreditation process is an institute-wide effort," said Michael Harris, interim associate vice president of academic affairs. "We want as many

GEARING UP



Don Bennion, Eastern Michigan's NCA self-study coordinator, reviews the latest draft of one of the chapters of the University's self-study report. The NCA will send a team in March to evaluate all aspects of the University.

Key dates for NCA visit to Eastern Michigan University:

- September - The steering committee reviews the draft of the final self-study report and executive summary.
- October - Public hearings are scheduled.
- Fall - The NCA visiting team chair will make a pre-visit to EMU.
- January - The final self-study report and other documents will be sent to the NCA office and visiting team members.
- February - Final preparation of exhibits and other arrangements for visit of the NCA team are made. Faculty, staff, students, regents and others prepare for NCA visit.
- March 19-21 - NCA visit
- May - NCA's determination for reaccreditation is made public.

faculty, staff, students and other constituencies to be involved."

Bennion is currently poring over what will be the final, 15-chapter self-study report draft, which will be presented to the steering committee in September. Bennion, who has been on the other side of such evaluations — as an active NCA consultant and evaluator — has learned some valuable lessons along the way.

One, he has asked all department heads to provide a critical and honest evaluation of the strengths and weaknesses of their particular departments,

offer suggestions for improvement, and provide plans to make those improvements.

"The worst thing you can do is say everything is wonderful," Bennion explained. "If you want the NCA team to focus on you, that (line of thinking) will do it. They will take it as a challenge to find something wrong."

After all, the NCA team, at the very least, will make suggestions the University has the choice of heeding. Typically

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Honorable Mention



HAVING A LOOK: Everett L. Marshall (left), a retired dean of academic affairs and teacher certification (1965-79) who spent 41 years at Eastern Michigan University, recently received a tour of the new Health and Human Services Building named in his honor. Elizabeth King, dean of the College of Health and Human Services, served as his guide. The building is expected to open when the fall semester starts.

In another anticipated move involving a campus building, a renovated Boone Hall reopened July 24. That facility houses the World College/Academic Programs Abroad, Continuing Education, National Institute for Consumer Education and the Institute for the Study of Children, Families and Communities.

Four retired faculty, one custodian die during summer

Four retired professors and a custodial employee died earlier this summer.

Lawrence Geffen, a retired professor of special education; Delbert Pearson, a former team athletics physician and teacher of sports medicine; Stephen Zambito, a retired professor of teacher education; and Byron G. Bakalis, a former EMU computer applications instructor, all died in the last four months.

In addition, Dexter L. Westberry, a six-year custodial employee at the University, died July 18 in a motorcycle accident.

Geffen, 77, died July 9 after a long series of heart failure episodes. Geffen came to Eastern Michigan in 1968 and stayed 25 years, retiring in 1993 with emeritus faculty status. He taught in the department of special education, where his specialties were teaching gifted children and the visually impaired.

"He was the instructor of all of the Braille courses," said Kathleen Quin, head of the department of special education. "Larry was a very thoughtful man and not terribly outspoken. On the other hand, he was very firm in his convictions. He became good counsel at times."

At one time, Geffen headed up the department's scholarship committee, Quin said. Since he re-

tired, Geffen had been very active as a volunteer at the Geriatric Service Health Center at St. Joseph's Mercy Hospital, she said.

"That was very important to him," Quin said.

Geffen is survived by a son, Bruce; and a daughter, Audrey.

Zambito, 78, died June 14 at St. Mercy Hospital. Zambito was a professor of education at Eastern Michigan from 1955-86. Upon his retirement, he was granted emeritus faculty status.

"Dr. Zambito was known for being an advocate of children's creativity," said Tom Gwaltney, a professor of education and a former colleague of Zambito's. "He was an artist and advanced artistic pursuits."

Zambito was a member of the Detroit Institute of Arts, the Chicago Institute of Art and the Retired Teachers of Education EMU.

Zambito is survived by one sister, Anne Manno; one brother, Richard; three nieces, three nephews, and his best friend and companion, Charles Crockhom.

Pearson, 75, died May 28 at the Heartland Health Care Center in Ypsilanti.

From 1982-98, Pearson was a team physician, working mainly with the wrestling team and the men's and women's swimming and tennis teams.

From 1986-98, Pearson also was a lecturer in Eastern Michigan's sports medicine program. He typically logged 90-180 teaching hours a year.

"Dr. Pearson was really dedicated to his profession and making sure that athletes were taken care of," said Bill Tuscany, a veteran athletics trainer at EMU. "He was extremely intelligent and thorough, and managed to stay on top of things in the medical field. He was one of the pioneers in sports medicine."

Pearson is survived by a cousin, Ethel Laine; and numerous friends and associates in Washtenaw County.

Bakalis, 72, died May 2 at his Dearborn residence. He taught computer related programs at EMU's Skills Enhancement Program Center at the Ford Rouge Academy's glass plant in Dearborn. Bakalis had received his physics degree from Eastern Michigan.

A memorial scholarship was established in his honor through the EMU Foundation. Bakalis is survived by his wife, Jane; a daughter, Susan Gregory; and two grandchildren.

Westberry is survived by his mother, Annie Badger; his fiancée, Sheral Watkins; two children, Demaris and Daijah; two step-brothers and two step-sisters.

SERVICE ANNIVERSARIES

These people are celebrating service anniversaries with the University in August.

30 or more years

Ronald M. Venis (34 years), Health, Physical Education, Recreation and Dance (HPERD)

Theophilus Hamilton (33 years), career services

Mark A. Morton (33 years), learning resources-media services

Irene A. Allen (32 years), teacher education

Donovan H. Hahlbrock (31 years), learning resources-media services

Paul Edward Howard (30 years), mathematics

Catherine M. Cart (30 years), accounts payable

Nancy L. Dahl (30 years), continuing certification

25-29 years

Antoinette Taylor (25 years), academic advising

Betty J. Griffin (25 years), planning, budget and analysis

20-24 years

Sushil K. Sachdev (20 years), computer science

Patricia M. Zimmer (20 years), communication and theatre arts

John K. Cooper, Jr. (20 years), computer science

David B. Crary (20 years), economics

Amelia S. Chan (20 years), office of dean

Jean M. McEnery (20 years), management

Thomas L. McDole (20 years), business and technology education

Kemper Moreland (20 years), economics

Pauline W. Buchanan (20 years), human, environmental and consumer resources

Patricia Caudill (20 years), enrollment services

Lily Hardy (20 years), office of the registrar

Courtney McAnuff (20 years), vice president, enrollment services

15-19 years

Georgea M. Langer (15 years), collaborative school improvement

Leonard L. Riccinto (15 years), music

David Victor (15 years), management

Kim L. Rescorla (15 years), mathematics

Raymond Lucas (15 years), learning resources-media services

Pamela A. Moore (15 years), computer science

John L. Waltman (15 years), management

Asrat Tessema (15 years), finance and CIS

Trevor Gardner (15 years), teacher education

Ronald C. Cere (15 years), foreign languages/bilingual studies

Nancy A. Prince (15 years), nursing

Thomas S. Cianciolo (15 years), accounting

Elvia Krajewski-Jaime (15 years), social work

Douglas W. Briggs (15 years), HPERD

Joseph F. Ohren (15 years), political science

Alahassane Diallo (15 years), finance and CIS

Frances Elaine Martin (15 years), political science

Brian Fitzgerald (15 years), residence hall

Mary E. Jones (15 years), career services center

Charles W. Mosher (15 years), public safety

Charlotte L. Conner (15 years), human resources

10-14 years

Arthur S. Howard (10 years), chemistry

James T. Todd (10 years), arts and sciences-office of dean

Marilyn Wright (10 years), Intercollegiate Athletics-administration

Alison Harmon (10 years), Comer Schools

Susan E. Moeller (10 years), academic affairs

Aby Tehranipour (10 years), computer science

Tracy S. Tillman (10 years), industrial technology

Zenia Bahorski (10 years), computer science

Lorraine Wilson (10 years), nursing

David M. Pierce (10 years), music

Louise R. Patrick (10 years), music

Philip Rufe (10 years), industrial technology

Ian Wojcik-Andrews (10 years), English language and literature

Louise Jones (10 years), human, environmental and consumer resources

Roger D. Long (10 years), history and philosophy

James Pinson (10 years), English language and literature

Donald Hartmann (10 years), music

Cathy Fleischer (10 years), English Language and Literature

Alfredo Esposto (10 years), economics

Jamin Eisenbach (10 years), biology

E.L. Cerroni-Long (10 years), sociology

Susan Kattelus (10 years), accounting

Silvia VonKluge (10 years), psychology

Sandra Nelson (10 years), nursing

Kenneth Schatz (10 years), special education

Cheryl Cassidy (10 years), English language and literature

Frank N. Jones (10 years), interdisciplinary technology

Suzanne Zelnik-Geldys (10 years), HPERD

Jayakumar Ramanathan (10 years), mathematics

Elizabeth Schuster (10 years), gerontology program

Stella Marandino (10 years), Dining Commons ONE

Regina Williams (10 years), nursing

Christopher Grant (10 years), custodial services

Joseph Mason (10 years), chemistry

Cynthia M. Howie (10 years), purchasing

Anne P.M. Wells (10 years), financial aid office

Ann Marie Reed (10 years), residence hall

Martha Wingard Tack (10 years), leadership and counseling

Saudi Arabian educators learn educational leadership

By Karen Sanborn

Like any stranger in a strange land, Dr. Ali Yahya-Muhammad Al-Arishi notices differences between his homeland of Saudi Arabia and the United States. Al-Arishi was recently at Eastern Michigan University to learn about educational leadership and management styles in America and how they differ from his own country.

"One of the major differences is that the goals of education, curriculum and textbooks are all given by the Ministry of Education in Saudi Arabia," said Al-Arishi, a regional education administrator in the Jizan District, which includes 430 schools and 65,000 students, in southern Saudi Arabia. "Here, the federal government has nothing to do concerning the selection of textbooks or curriculum. Here, the educational districts in Michigan can use different textbooks."

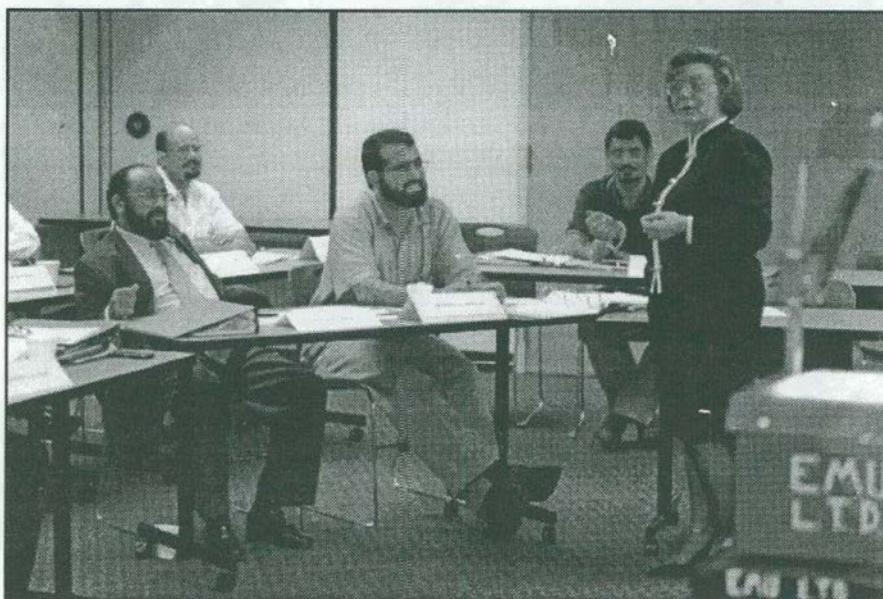
Al-Arishi was one of 17 Saudi Arabian Ministry of Education members who attended EMU's two-week long Saudi Arabian Leadership and Management 2000 seminar July 17-28.

The Saudi administrators, whose positions are comparable to an American district school superintendent or above, came to EMU to learn the latest in leadership and management skills. The seminar was the brainchild of James Berry, head of the department of leadership and counseling in the College of Education.

"When Jim asked if we wanted to host the Saudis, I was excited," said Dr. Helen Ditzhazy, a professor of leadership and counseling. "We'd never done anything like this. I was up for the challenge."

Ditzhazy said the whole department supported the effort.

Guest speakers included former president William E. Shelton and



FOREIGN CONCEPTS: Dr. Ella Burton (right), the newest professor in the leadership and counseling department, discusses education management principles with a group of Saudi Arabian educational visitors. EMU hosted 17 members from the Saudi Arabian Ministry of Education from July 17-28.

College of Education Dean Jerry Robbins.

While the guests spent a generous amount of time inside the John W. Porter Building classrooms, Berry and Ditzhazy made sure they left campus for a couple of field trips.

The visiting group toured the Wayne Regional Educational Service Agency (RESA), in Wayne, Mich. A bus trip to Novi Middle School — one of only two schools in the nation that were built to support a state-of-the-art approach to team teaching — provided the Saudis with an opportunity to see EMU leadership and management skills in action.

Novi's principal treated the group to an in-depth tour of the facility. He also shared a detailed description of the events and insights that led up to the bricks and mortar that form the school, which opened in August 1999. Unlike Novi and most other schools

in the U.S., many Saudi Arabian schools don't have computers. The "Project of Prince Abdullah and His Sons" has been forged to ensure there are computers in all elementary, middle and high schools in Saudi Arabia, Al-Arishi said.

"In about two years or less, all of our schools will have computers in K-12," he said.

This is important, he said, because the increased technology would help educators in his homeland improve time management and quality of education offered.

Ibrahim Al-Abdullah, assistant of the director general in the Ministry of Education, agreed. He noted the arrangement of Novi's classrooms and labs are designed for maximum use of educational time and technology.

After seeing the model middle school, the group explored the rest of the Novi school district, before head-

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- Dr. Ali Yahya-Muhammad Al-Arishi, a regional education administrator in the Jizan District

ing back to Ypsilanti, where they were guests of the Ypsilanti Rotary.

In the classroom, EMU faculty taught management principles and leadership styles, and discussed case studies. The Saudi educators also had the chance to meet with master's-level students in EMU's education organization program. The two groups discussed the similarities and differences of education management in their respective countries.

Ditzhazy not only coordinated the seminar activities; she also housed one of the administrators in her home. Others stayed on campus in residence halls or at the Ypsilanti Marriott at Eagle Crest. Upon conclusion of the last seminar July 28, each participant headed back to Saudi Arabia with a certificate of completion and new leadership and management skills to apply in their respective places of learning.

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For a more extensive listing of University events, go to the Office of Public Information home page at www.emich.edu/public/public_information/

Welcome the president

The All-Union Council, the Faculty Council and the Divisions of Academic Affairs, Business and Finance, Enrollment Services, Student Affairs and University Relations invite all members of the University family to an all-campus picnic to welcome President Sam Kirkpatrick and his wife, Pam, to Eastern Michigan University. Please join us Tuesday, August 15, 11 a.m. to 2 p.m., on the Mark-Jefferson mall. There will be a short program at 12:30 p.m. For more information, call 487-2483.

Discover the possibilities

The cashier's office now accepts the Discover card for payment of tuition, room and board and other student fees. The change went into effect July 18.

"It's just another method of paying fees to the University," said cashier office manager Judy Salyer. "Some people have Discover cards that don't have Visa or Master Card."

This practice will be extended to other campus locations — including athletics, the Rec-IM, McKenny Union and Quirk Theater — over the next couple of months, Salyer said. Continuing Education, the parking department, The Health Center, and The Computer Store in the Bruce T. Halle Library are other venues where use of the Discover card is planned.

Corrections

In the July 11 issue of FOCUS, a photo of Patricia Williams, director of academic advising, was incorrectly placed where a photo of Patricia Williams-Boyd, associate professor of education, should have been used in a story about faculty promotions and tenure status on page 5.

Also, a photo of John G. Pappas, professor of leadership and counseling, was placed where a picture of John N. Pappas, professor, Department of Fine Arts, should have been used in a story about faculty members earning emeritus status on page 6. We regret the errors.

To be considered for vacant positions, all Promotional Openings Application Forms MUST BE SUBMITTED directly to the Compensation/Employment Services Office and received no later than 4:45 p.m. Monday, August 14. NOTE: LATE OR INCOMPLETE FORMS WILL NOT BE ACCEPTED.

Vacancy information may also be obtained by calling our 24-hour Jobs Line at 487-0016. Compensation/Employment Services office hours are Monday - Friday 8:00 a.m. to 4:45 p.m.

CLERICAL/SECRETARIAL

(Hiring Rate)

CSEN0102 CS-04 \$20,547
Senior Clerk, Records & Registration.

CSEN0103 CS-05 \$23,218
Account Specialist, Financial Aid.

CSAA0107 CS-05 \$23,218
Senior Secretary, English. Experience with Microsoft Word, Excel and ISIS desirable.

FOOD SERVICE/MAINTENANCE

(Hiring Rate)

FMBF0105 FM-06 \$8.08
Custodian, Physical Plant

PROFESSIONAL/TECHNICAL

(Hiring Range)

PTBF0101 PT-06 \$25,534-\$29,822 Accountant I, Financial Services - Accounting (Grants).

PTAA0108 PT-06 \$25,534-\$29,822 Administrative Assistant II, Office of Academic Service-Learning. Grant duration. Excellent computer and organizational skills. Ability to interact positively with

member of diverse groups. Bachelor's degree in business or related field desirable.

PTUR2019 PT-07 \$29,363-\$34,531 Radio Announcer - Afternoon (REPOST) Program Host, WEMU. Hours: 3:00 p.m. to Midnight.

The pay rates stated above reflect the hiring rate or range for a newly hired EMU employee. The pay rate or salary for current employees will be established according to the respective employee group union contract, and/or University salary administration policy guidelines.

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though, no institute of higher learning escapes without some recommendations, which are mandatory, from the evaluation group.

Bennion also knows it helps to provide appropriate accommodations during their stay. That means providing comfortable hotel rooms and ample working space and computer equipment on campus. The team will likely operate out of Welch Hall, Bennion said.

"We're going to put an index in our self-study report this time," Bennion said. "The easier you make life for the evaluators, the less frustrated they'll be with your materials. It will also make it easy for us to understand it."

Improving the graduation rate and lowering the number of students who take more than four years to graduate will be areas Bennion expects the NCA team will look at as needing attention.

There are a few programs that may help those situations, Bennion said. Freshmen interest groups were started by the Office of Student Affairs with the idea of pairing roommates with similar interests and majors. The hope is a common bond will help some students stay long enough to get their degree.

In addition, the new Degree Navigator Program should help. Both new and returning students, along with their advisers, will be able to use the Web at their convenience to view progress toward degrees. The goal of the program is to dramatically improve the advising process by providing easy access to information that can help students toward quicker completion of their degrees.

"We recognize an issue and here's what we're trying to do about it," Bennion said.

Harris stressed this is not a situation where the NCA comes in, makes its assessment and then the University waits ten years to see what the NCA wants done next. Programs, courses and policies are constantly being assessed "on a daily basis." Many are also accredited by other bodies during the decade between NCA visits, he said.

"The NCA visit is the climax," Harris said.

Why I work at Eastern Michigan University

I formed an alliance with Eastern Michigan University in 1997 when students used to come to La-Z-Boy Inc. in Monroe where I was a pattern design manager. My team and I would teach them how to create a simple chair.

When my position at La-Z-Boy began to demand more travel, I started to look elsewhere. I had always thought I'd retire from La-Z-Boy. Then a co-worker told me about an opportunity at EMU's Textile Research and Training Institute (TRTI). It seemed like a good way to get back into teaching. I think I have an angel on my shoulder, because the day I visited the Institute, they offered me the director's job.

I could talk all day about the Institute. It's really exciting. I like the variety. One day I'm working on lampshades; the next day I'm designing coal-mining bags or skirts for robotic paint sprayers. Right now I'm finishing a 24-person lifeboat for the U.S. Navy.

The applications for pattern design are endless. Anywhere fabric is used — cars, airplanes, RVs, furniture, apparel — you'll find opportunities for our graduates. We have the automotive industry in our backyard and they need pattern designers. I'm linking industry with the University and my students work on real-world projects with deadlines and criteria that must satisfy our customers.



Julie Becker,
Director,
Textile Research and Training Institute